

UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF ILLINOIS
EASTERN DIVISION

FILED

DEC 17 2013

THOMAS G. BRUTON
CLERK, U.S. DISTRICT COURT

JAMES LLOYD JONES

(Name of the plaintiff or plaintiffs)

v.

DUPAGE COUNTY SHERIFFS OFFICE

(Name of the defendant or defendants)

CIVIL ACTION

13cv8993
Judge Shadur
Mag. Judge Rowland

COMPLAINT OF EMPLOYMENT DISCRIMINATION

1. This is an action for employment discrimination.
2. The plaintiff is JAMES L JONES of the county of WILL in the state of ILLINOIS.
3. The defendant is DUPAGE COUNTY SHERIFFS OFFICE, whose street address is 501 N COUNTY FARM ROAD, WHEATON, IL 60187, (city) WHEATON (county) DUPAGE (state) IL (ZIP) 60187
(Defendant's telephone number) (630) - 407-2023
- II The plaintiff sought employment or was employed by the defendant at (street address) 501 N COUNTY FARM ROAD (city) WHEATON
(county) DUPAGE (state) IL (ZIP code) 60187
5. The plaintiff [check one box]
 - (a) was denied employment by the defendant.
 - (b) was hired and is still employed by the defendant.
 - (c) was employed but is no longer employed by the defendant.
6. The defendant discriminated against the plaintiff on or about, or beginning on or about, (month) 9, (day) 18, (year) 2013.

7.1 (Choose paragraph 7.1 or 7.2, do NOT complete both.)

(a) The defendant is not a federal governmental agency, and the plaintiff [check one box]

has not has filed a charge or charges against the defendant asserting the acts of discrimination indicated in this complaint with any of the following government agencies:

- (i) the United States Equal Employment Opportunity Commission, on or about (month) 9 (day) 18 (year) 2013.
- (ii) the Illinois Department of Human Rights, on or about (month) _____ (day) _____ (year) _____.

(b) If charges *were* filed with an agency indicated above, a copy of the charge is attached. YES. NO,

but plaintiff will file a copy of the charge within 14 days.

It is the policy of both the Equal Employment Opportunity Commission and the Illinois Department of Human Rights to cross-file with the other agency all charges received. The plaintiff has no reason to believe that this policy was not followed in this case.

7.2 The defendant is a federal governmental agency, and

(a) the plaintiff previously filed a Complaint of Employment Discrimination with the defendant asserting the acts of discrimination indicated in this court complaint.

Yes (month) 9 (day) 18 (year) 2013

No, did not file Complaint of Employment Discrimination

2. The plaintiff received a Final Agency Decision on (month) NEVER (day) _____ (year) _____.

c. Attached is a copy of the

a. Complaint of Employment Discrimination,

YES NO, but a copy will be filed within 14 days.

(ii) Final Agency Decision

YES NO, but a copy will be filed within 14 days.

8. (*Complete paragraph 8 only if defendant is not a federal governmental agency.*)

(a) the United States Equal Employment Opportunity Commission has not issued a *Notice of Right to Sue*.

(b) the United States Equal Employment Opportunity Commission has issued a *Notice of Right to Sue*, which was received by the plaintiff on (month) 9 (day) 28 (year) 2013 a copy of which *Notice* is attached to this complaint.

9. The defendant discriminated against the plaintiff because of the plaintiff's [*check only those that apply*]:

- (a) Age (Age Discrimination Employment Act).
- (b) Color (Title VII of the Civil Rights Act of 1964 and 42 U.S.C. §1981).
- (c) Disability (Americans with Disabilities Act or Rehabilitation Act)
- (d) National Origin (Title VII of the Civil Rights Act of 1964 and 42 U.S.C. §1981).
- (e) Race (Title VII of the Civil Rights Act of 1964 and 42 U.S.C. §1981).
- (f) Religion (Title VII of the Civil Rights Act of 1964)
- (g) Sex (Title VII of the Civil Rights Act of 1964)

10. If the defendant is a state, county, municipal (city, town or village) or other local governmental agency, plaintiff further alleges discrimination on the basis of race, color, or national origin (42 U.S.C. § 1983).

11. Jurisdiction over the statutory violation alleged is conferred as follows: for Title VII claims by 28 U.S.C. §1331, 28 U.S.C. §1343(a)(3), and 42 U.S.C. §2000e-5(f)(3); for 42 U.S.C. §1981 and §1983 by 42 U.S.C. §1988; for the A.D.E.A. by 42 U.S.C. §12117; for the Rehabilitation Act, 29 U.S.C. § 791.

12. The defendant [*check only those that apply*]

- (a) failed to hire the plaintiff.
 - (b) terminated the plaintiff's employment.
 - (c) failed to promote the plaintiff.
 - (d) failed to reasonably accommodate the plaintiff's religion.
 - (e) failed to reasonably accommodate the plaintiff's disabilities.
 - (f) failed to stop harassment;
 - (g) retaliated against the plaintiff because the plaintiff did something to assert rights protected by the laws identified in paragraphs 9 and 10 above;
 - (h) other (specify): _____
-
-
-
-

13. The facts supporting the plaintiff's claim of discrimination are as follows:

DENIED REQUEST FOR MEDICAL APPOINTMENT CRUSING
EXTREME MENTAL ANGUISH
RETALIATED BY CHANGING JOB ASSIGNMENT, BECAUSE
I FILED AN EEOC.

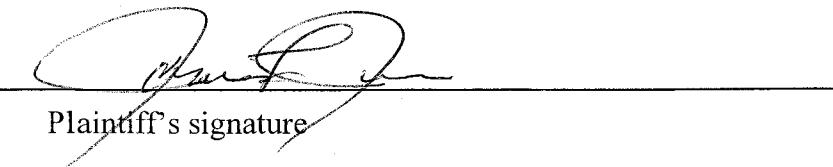
14. [AGE DISCRIMINATION ONLY] Defendant knowingly, intentionally, and willfully discriminated against the plaintiff.

15. The plaintiff demands that the case be tried by a jury. YES NO

16. THEREFORE, the plaintiff asks that the court grant the following relief to the plaintiff [check only those that apply]

- (a) Direct the defendant to hire the plaintiff.
(b) Direct the defendant to re-employ the plaintiff.
(c) Direct the defendant to promote the plaintiff.
(d) Direct the defendant to reasonably accommodate the plaintiff's religion.
(e) Direct the defendant to reasonably accommodate the plaintiff's disabilities.
(f) Direct the defendant to (specify): PAY PUNITIVE DAMAGES
IN THE AMOUNT OF \$500,000 DOLLARS.

- (g) If available, grant the plaintiff appropriate injunctive relief, lost wages, liquidated/double damages, front pay, compensatory damages, punitive damages, prejudgment interest, post-judgment interest, and costs, including reasonable attorney fees and expert witness fees.
(h) Grant such other relief as the Court may find appropriate.



Plaintiff's signature

JAMES LLOYD JONES
Plaintiff's name

JAMES L JONES
349 KNIGHT CT

Plaintiff's street address

City BELLEVILLE State IL ZIP 60101

Plaintiff's telephone number 630-546-7623

Date: 12/17/13

DISMISSAL AND NOTICE OF RIGHTS

To: James L. Jones
349 Knight Ct.
Bolingbrook, IL 60440

From: Chicago District Office
500 West Madison St
Suite 2000
Chicago, IL 60661



*On behalf of person(s) aggrieved whose identity is
CONFIDENTIAL (29 CFR §1601.7(a))*

EEOC Charge No.

EEOC Representative

Telephone No.

440-2012-03712

Susan L. Smith,
Investigator

(312) 869-8038

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:

- The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.
- Your allegations did not involve a disability as defined by the Americans With Disabilities Act.
- The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.
- Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge
- The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.
- The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.
- Other (briefly state)

- NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit **must be filed WITHIN 90 DAYS of your receipt of this notice;** or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that backpay due for any violations that occurred **more than 2 years (3 years)** before you file suit may not be collectible.

On behalf of the Commission

John P. Rowe,
District Director

Enclosures(s)

(Date Mailed)

cc: DUPAGE COUNTY SHERIFF OFFICE

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

 FEPA EEOC

440-2013-05811

Illinois Department Of Human Rights

and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.)

James L. Jones

Home Phone (Incl. Area Code)

(630) 546-7623

Date of Birth

09-04-1957

Street Address

City, State and ZIP Code

349 Knight Ct., Bolingbrook, IL 60440

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name DUPAGE COUNTY SHERIFF OFFICE	No. Employees, Members 500 or More	Phone No. (Include Area Code) (630) 407-2015
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Street Address

City, State and ZIP Code

505 N County Farm Rd, Wheaton, IL 60187

Name	No. Employees, Members	Phone No. (Include Area Code)
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Street Address

City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es).)

DATE(S) DISCRIMINATION TOOK PLACE

Earliest

Latest

09-12-2013

<input type="checkbox"/> RACE	<input type="checkbox"/> COLOR	<input type="checkbox"/> SEX	<input type="checkbox"/> RELIGION	<input type="checkbox"/> NATIONAL ORIGIN
<input checked="" type="checkbox"/> RETALIATION	<input type="checkbox"/> AGE	<input checked="" type="checkbox"/> DISABILITY	<input type="checkbox"/> GENETIC INFORMATION	
<input type="checkbox"/> OTHER (Specify)				

 CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)).

I was hired by the above named Respondent on or around May 23, 1993. My current position is Deputy Sheriff. Respondent is aware of my disability. On or about June 4, 2012, I filed a charge of discrimination with EEOC (Charge Number: 440-2012-03712). Subsequently, I have been subjected to different terms and conditions of employment in that I have been removed from my permanent assignment (2009) when work was still available.

I believe that I have been discriminated against because of my disability and in retaliation for engaging in protected activity, in violation of the Americans with Disabilities Act of 1990, as amended.

SEP 18 2013

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

Sep 18, 2013

Date

Charging Party Signature

DISMISSAL AND NOTICE OF RIGHTS

To: James L. Jones
349 Knight Ct.
Bolingbrook, IL 60440

From: Chicago District Office
500 West Madison St
Suite 2000
Chicago, IL 60661



*On behalf of person(s) aggrieved whose identity is
CONFIDENTIAL (29 CFR §1601.7(a))*

EEOC Charge No.	EEOC Representative	Telephone No.
440-2013-05811	Gloria M. Mayfield, Investigator	(312) 869-8028

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:

- The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.
- Your allegations did not involve a disability as defined by the Americans With Disabilities Act.
- The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.
- Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge
- The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.
- The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.
- Other (briefly state)

- NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

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On behalf of the Commission

John P. Rowe,
District Director

Enclosures(s)

9/25/2013
(Date Mailed)

cc: DUPAGE COUNTY SHERIFF OFFICE
c/o Beth Angus
Sheriff's Secretary
501 N County Farm Rd
Wheaton, IL 60187